



DEPARTMENT OF THE NAVY  
COMMANDER AMPHIBIOUS GROUP THREE  
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SAN DIEGO, CALIFORNIA 92136-5289

COMPHIBGRUTHREEINST 1430.1A  
N003

9 May 06

COMPHIBGRU THREE INSTRUCTION 1430.1A

Subj: FLEET SURGICAL TEAM (FST) COMMAND ADVANCEMENT PROGRAM  
(CAP)

Ref: (a) BUPERSINST 1430.17F

1. Purpose. To provide policy, eligibility requirements and administrative procedures for the Command Advancement Program as it pertains to Fleet Surgical Team (FST) enlisted personnel.

2. Cancellation. COMPHIBGRUTHREEINST 1430.1.

3. Scope. Per reference (a), FST Officers in Charge are not authorized to administer CAP, but may recommend eligible candidates to their parent command. Under this program, Commander, Amphibious Group THREE (COMPHIBGRU THREE) may advance one eligible person from FST's yearly in the paygrade E-3/4/5 to the next higher paygrade without reference to higher authority. This program is intended to function with, not replace the Navy's advancement program.

4. Background. The CAP for enlisted personnel of the FST's has been occurring since FST's have been attached to COMPHIBGRU THREE for deployment with Amphibious Squadrons. This instruction has been created to continue the incentive for personnel assigned to the teams, but limit them to one CAP per year (so as not to have negative impact on the established advancement system).

5. Waiver. No waivers to the policies or criteria of this instruction will be granted.

6. Eligibility. The following criteria will be used when determining the eligibility of a team member for command advancement:

a. An active duty member who is assigned to the team for a minimum of one year.

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b. Meet all advancement requirements for the next higher paygrade with the exception of advancement exam participation.

c. Meet the health and physical readiness requirements for advancement.

7. Command requirements. Officers in Charge, Fleet Surgical Teams, are not authorized to administer CAP, but may recommend eligible candidates to COMPHIBGRU THREE, via the Amphibious Squadrons.

8. Quota limitation. COMPHIBGRU THREE may select one candidate per calendar year (1 January - 31 December); this candidate shall be selected from the inputs received from FST's 1, 3, 5, and 9.

9. Administrative Procedures.

a. Fleet Surgical Teams shall submit a recommendation package for their best candidate to COMPHIBGRU THREE NLT 20 Nov each year. The recommendation package should consist of:

- OIC endorsement
- Last 3 evaluations
- Last PRT results
- Copy of last advancement profile sheet (if applicable)
- Page 13 prepared per Reference (a) para. 9.

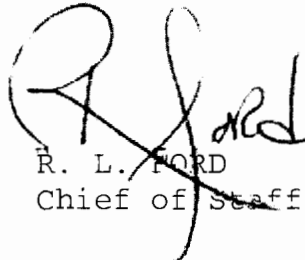
b. The Group Medical Officer shall convene a selection board to select the best qualified person to be advanced. The board shall be composed of one representative from each FST and shall be chaired by a member of the CPG-3 Medical Staff.

c. The board shall select the best candidate for possible advancement. The board's recommendation shall be forwarded to COMPHIBGRU THREE for final approval.

d. The Commander, Amphibious Group THREE approves the CAP selection by signing Page 13. Announcement will be made by message to all Fleet Surgical Teams.

e. The Officer in Charge of the cognizant Fleet Surgical Team shall forward signed Page 13 to Personnel Support Activity Detachment Balboa CA.

f. Personnel Support Activity Detachment Balboa CA shall file signed Page 13 in member's service record and prepare Navy Standard Integrated Personnel Systems (NSIPS) entry to effect advancement.



R. L. FORD  
Chief of Staff

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